

KRISTIE L. MCALPINE, PH.D.

Assistant Professor | Human Resources and Organizational Behavior
School of Business—Camden
Rutgers University
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ACADEMIC POSITIONS

Rutgers University, USA

School of Business—Camden

- Tenure-Track Assistant Professor, September 2018 – present
On parental leave: February 2021 – February 2022 & July 2024 – July 2025

University of Cologne, Germany

Faculty of Management, Economics, & Social Sciences; Department of Corporate Development

- Visiting Professor, July 2025 – June 2026
- Visiting Fellow, ECONtribute Cluster of Excellence, July 2025 – December 2025

Michigan State University, USA

School of Human Resources and Labor Relations

- Tenure-Track Assistant Professor, August 2017 – August 2018

EDUCATION

Ph.D. Cornell University, 2017

School of Industrial and Labor Relations

Major: Human Resource Studies, *Minor:* Statistics

M.S. Cornell University, 2014

School of Industrial and Labor Relations

Major: Human Resource Studies, *Minor:* Organizational Behavior

MHRLR Michigan State University, 2011

School of Human Resources and Labor Relations

Major: Human Resources and Labor Relations

B.A. Kalamazoo College, 2009

Major: Psychology (Honors), *Minor:* Spanish Language and Literature,

Concentration: Women's Studies

PUBLICATIONS – REFEREED JOURNALS

McAlpine, K., Piszczek, M., Raghuram, S. (in press) One of few or one of many? The negative affective consequences of family-to-work interruptions while working remotely. *Human Resource Management*.

Kossek, E., **McAlpine, K.**, Beauregard, A. (in press). Work-family conflict: The origins, growth, and future of a core challenge of modern work. *Annual Review of Organizational Psychology and Organizational Behavior*.

- Piszczek, M., **McAlpine, K.** (2026). Heading home: The role of commute duration and strain in role transition and recovery. *Journal of Occupational and Organizational Psychology*. <https://doi.org/10.1111/joop.70147>
- Dwertmann, D. J. G., Boehm, S. A., **McAlpine, K.**, Kulkarni, M. (2025). Organizational burden or catalyst for ideas? Disability as a driver of cognitive flexibility and creativity. *Administrative Science Quarterly*, 70(3), 655-694. <https://doi.org/10.1177/00018392251326110>
- McAlpine, K.**, Bell, B., Léon, E. (2025). It matters how you got there and who else is doing it: Examining the effects of two social-contextual characteristics of working from home. *Human Resource Management*, 64(2), 289-306. <https://doi.org/10.1002/hrm.22262>
- Bell, B., **McAlpine, K.**, N. S. Hill. (2023). Leading virtually. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 339-362. <https://doi.org/10.1146/annurev-orgpsych-120920-050115>
- McAlpine, K.**, Piszczek, M. (2023). Along for the ride through liminal space: A role transition and recovery perspective on the work-to-home commute. *Organizational Psychology Review*, 13(2), 156-176. <https://doi.org/10.1177/20413866221131394>
- McAlpine, K.**, Piszczek, M. (2023). Faculty unions as a fourth actor: Two paths to supporting women professors in academia. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 273-276. <https://doi.org/10.1017/iop.2023.11>
- Kossek, E. E., Piszczek, M. M., **McAlpine, K.**, Hammer, L., Burke, L. (2016). Filling the holes: Work schedulers as job crafters of employment practice in long-term health care. *Industrial and Labor Relations Review*, 69(4), 961-990. <https://doi.org/10.1177/0019793916642761>
- McAlpine, K.** (2015). The ripple effect of schedule control: A social network approach. *Community, Work, & Family*, 18(4), 377-394. <https://doi.org/10.1080/13668803.2015.1080662>
- Dragoni, L., **McAlpine, K.** (2012). Leading the business: The criticality of global leaders' cognitive complexity in setting strategic directions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(2), 237-240. <https://doi.org/10.1111/j.1754-9434.2012.01438.x>

PUBLICATIONS – EDITED VOLUMES

- McAlpine, K.**, Bell, B. S. (in press). The design and measurement of flexible work arrangements in organizations. In L. Radcliffe & M. Perrigino (Eds.), *Field Guide to Researching Work and Family*. Cheltenham, UK: Edward Elgar Publishing.
- Piszczek, M. M., **McAlpine, K.** (2024). A journey from work to home is about more than just getting there—the psychological benefits of commuting that remote work doesn't provide. In E. Rodriguez (Ed.), *The Conversation on Work*. Baltimore, MD: Johns Hopkins University Press. <https://doi.org/10.56021/9781421449036>

Dwertmann, D. J. G., **McAlpine, K.** (2023). A disability contingency framework for the workplace. In J. E. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *De Gruyter Handbook of Disability and Management*. Berlin, Germany: De Gruyter.
<https://doi.org/10.1515/9783110743647-013>

Capitano, J., **McAlpine, K.**, Greenhaus, J. (2019). Organizational influences on employee boundary permeability control: A multidimensional perspective. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.) *Research in Personnel and Human Resources Management*. UK: Emerald Group. <https://doi.org/10.1108/S0742-730120190000037005>

Bell, B., **McAlpine, K.**, N. S. Hill. (2019). Leading from a distance: Advancements in virtual leadership research. In R. N. Landers (Ed.), *Cambridge Handbook of Technology and Employee Behavior*. New York, NY: Cambridge.
<https://doi.org/10.1017/9781108649636.016>

PUBLICATIONS – OUTLETS FOR ORGANIZATIONAL LEADERS & THE PUBLIC

Dwertmann, D. J. G., Boehm, S. A., **McAlpine, K.**, Kulkarni, M. (2026, May). How job design for disability improves work for everyone. *MIT Sloan Management Review*.
<https://doi.org/10.63383/XHpK5734>

Piszcsek, M. M. & **McAlpine, K.** (2023, March). El trayecto del trabajo a casa es más que una pérdida de tiempo: los beneficios psicológicos de los desplazamientos que el trabajo a distancia no proporciona [Spanish translation of original version below]. *The Conversation*. <https://doi.org/10.64628/AAI.d4wt5ercr>

❖ Republished by: *Yahoo! news*, among other outlets

Piszcsek, M. M. & **McAlpine, K.** (2023, February). A journey from work to home is about more than just getting there — the psychological benefits of commuting that remote work doesn't provide. *The Conversation*. <https://doi.org/10.64628/AAI.eaduccjw9>

❖ Retitled and republished by: *World Economic Forum*, *NPR*, *Fortune*, *Scientific American*, *The Philadelphia Inquirer*, *Chicago Sun-Times*, *Society for Human Resource Management*, among other outlets

PUBLICATIONS – BEST PAPER PROCEEDINGS (TOP 10% OF SUBMITTED PAPERS)

*Klein, F., **McAlpine, K.**, McClean. (2022). Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY. *Equal contribution among authors
<https://doi.org/10.5465/AMBPP.2022.154>

McAlpine, K. (2018). Flexible work and the effect of informal communication on idea generation and innovation. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY. <https://doi.org/10.5465/AMBPP.2018.205>

MANUSCRIPTS UNDER REVIEW

**Equal contribution among authors*

*Klein, F., **McAlpine, K.**, McClean, E. Title omitted for peer review. (2nd R&R requested; *Journal of Management*)

*Livingston, B., **McAlpine, K.** Title omitted for peer review. (1st R&R requested; *Academy of Management Journal*)

RESEARCH IN PROGRESS

Bell, B., **McAlpine, K.**, N. S. Hill, Nguyen, T. In-person leadership evidence translates to a virtual context. (Writing stage; Target journal: *The Leadership Quarterly*)

Livingston, B. A., **McAlpine, K.**, Vanderpool, C., & Hernandez, K. Pulling back the curtain on couple negotiation: the effects of gender role congruity and emotions. (Data analysis stage; Target journal: *Journal of Management*)

McAlpine, K., Piszczek, M., Raghuram, S. Craft your commute: Commuting as liminal time and space. (Data collection stage; Target journal: *Journal of Management*)

SELECTED MEDIA

WHYY (NPR)

(June 2026). [Interview on “The Way We Work” on Studio 2.](#)

BBC World Service

(April 2023). [Interview on Business Matters.](#)

NPR

(February 2023). [Reframing Your Commute.](#)

BBC News

(September 2022). [Where the Boss-Worker Power Struggle Goes Next.](#)

(August 2022). [Why Workers Just Won’t Stop Quitting.](#)

The New York Times

(September 2021). [When Chance Encounters at the Water Cooler Are Most Useful.](#)

SELECTED ACADEMIC PRESENTATIONS

University of Göttingen

Temple University, Fox School of Business

University of Wisconsin-Madison, School of Business

The Ohio State University, Fisher College of Business

University of Pittsburgh, Katz School of Business

Michigan State University, Industrial/Organizational Psychology

Michigan State University, School of Human Resources and Labor Relations

INVITED ORGANIZATIONAL PRESENTATIONS & PRO BONO CONSULTATION

Philadelphia 76ers Youth Foundation
NFI Industries
Oak Street Health
Roche Diagnostics Santa Clara
Microsoft
Bloomberg

CONFERENCE CHAIR, PANELIST, & DISCUSSANT ROLES

Panelist (2026, August). What disability reveals about the future of work. Panel symposium sponsored by the DEI, HR, and OB divisions at the 2026 Academy of Management Conference, Philadelphia, PA.

Panelist (2021, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2021 Academy of Management Conference (virtual).

Panelist (2020, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2020 Academy of Management Conference (virtual).

Co-Chair (2020, June). Casting a light on interpersonal dynamics in work-family scholarship Symposium at the 2020 Work and Family Researchers Network Conference, New York City, NY. *Canceled due to COVID-19*

Panelist (2019, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2019 Academy of Management Conference, Boston, MA.

Panelist (2018, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2018 Academy of Management Conference, Chicago, IL.

Panelist (2014, June). Work-life integration and social network analysis: How can the two fields benefit from each other? Symposium at the 2014 Work and Family Researchers Network Conference, New York City, NY.

Co-Chair (2014, August). Trust in leadership: New insights and empirical evidence. Symposium at the 2014 Academy of Management Conference, Philadelphia, PA.

Co-Chair (2012, August). Work-family resources: Integrating new theory and perspectives. Symposium at the 2012 Academy of Management Conference, Boston, MA.

CONFERENCE PRESENTATIONS

Kossek, E. E., **McAlpine, K.**, & Beauregard, T. A. (2026, June). Work-family conflict: The origins, growth, and future of a core challenge of modern work. W. Nilsen & K. M. Lescoeur (Co-Chairs). Symposium to be conducted at the 2026 Work and Family Researchers Network Conference, Montréal, Canada.

- McAlpine, K.**, Piszczek, M., Raghuram, S. (2025, July). One of few or one of many? The negative affective consequences of family-to-work interruptions. Paper at the 2025 Academy of Management Conference, Copenhagen, Denmark.
- Dwertmann, D. & **McAlpine, K.** (2024, August). Extending the Disability Contingency Framework to include where (e.g., in the office or virtually) work occurs as an additional dimension of fit. D. Baldrige & J. Beatty (Co-Chairs). Symposium at the 2024 Academy of Management Conference, Chicago, IL.
- Livingston, B. A. & **McAlpine, K.** (2024, June). Negotiating over Working from Home: The Effects of Couple Congruence in Segmentation Preferences. M. M. Piszczek & Y. P. Savard (Co-Chairs). Symposium at the 2024 Work and Family Researchers Network Conference, Montréal, Canada.
- Dwertmann, D., Boehm, S., **McAlpine, K.**, & Kulkarni, M. (2024, April). Disability as a source of cognitive flexibility and idea generation. H. D. Traylor & E. N. Ruggs (Co-Chairs). Symposium at the 2024 Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Dwertmann, D., Boehm, S., **McAlpine, K.** (2023, August). An organizational burden or a pathway to innovation? Disability diversity in manufacturing teams. Paper at the 2023 Academy of Management Conference, Boston, MA.
- McAlpine, K.** & Dwertmann, D. (2023, June). Considering where work happens: An expanded disability contingency framework for the workplace. Presentation at the 9th International Community, Work & Family Conference, Rio de Janeiro, Brazil.
- Piszczek, M. M., & **McAlpine, K.** (2023, April). A role transition and psychological recovery perspective of the work-to-home commute. F.A. Dosumu & Y. Li (Co-Chairs). Symposium at the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.
- Klein, F., **McAlpine, K.**, McClean, E (2022, August). Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech. Paper at the 2022 Academy of Management Conference, Seattle, WA.
- McAlpine, K.**, Piszczek, M., Raghuram, S. (2022, August). Spillover effects of cross-domain work and family interruptions during remote work. S. Raghuram (Chair). Symposium at the 2022 Academy of Management Conference, Seattle, WA.
- ❖ *Selected as a special showcase symposium*
- McAlpine, K.**, Piszczek, M., Raghuram, S. (2022, June). Spillover effects of work and family interruptions during remote work. Paper at the 2022 Work and Family Researchers Network Conference, New York, NY.
- ❖ *Nominated for the WFRN Suzan Lewis Best Conference Paper Award*
- Klein, F., **McAlpine, K.**, McClean, E (2022, March). Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech. Paper at the 3rd Dismantling Bias in Organizations conference, Krannert School of Management, Purdue University.

- Boehm, S., Dwertmann, D., **McAlpine, K.** (2021, August). How disability diverse teams can drive innovation through mutual perspective taking. Paper at the 2021 Academy of Management Conference (virtual).
- ❖ *Selected to be featured in the “Team Composition” Organizational Behavior division virtual round table discussion on “hot topics” in Organizational Behavior*
- Klein, F., **McAlpine, K.** (2020, December). Does it pay to stand out? Examining the effect of demographic dissimilarity on gender and racial pay gaps. Paper in plenary series at the People & Organizations Conference, Wharton, University of Pennsylvania (virtual).
- Piszcsek, M., **McAlpine, K.** (2020, August). On the road again: The mitigating effects of commuting on work-family negative spillover. Paper at the 2020 Academy of Management Conference (virtual).
- Piszcsek, M., **McAlpine, K.** (2020). The bright side of commuting: Effects of psychological detachment on negative work-family spillover. Paper at the 2020 Work and Family Researchers Network Conference. **Canceled due to COVID-19*
- Livingston, B., **McAlpine, K.**, Vanderpool., C. (2020). Couple congruence in gender role traditionalism: The effects on daily work-family negotiation tactics. Paper at the 2020 Work and Family Researchers Network Conference. **Canceled due to COVID-19*
- Nishii, L., **McAlpine, K.** (2018, August). A social networks lens to understanding the relationship between inclusive climates and outcomes. M. Yoon (Chair). Symposium at the 2018 Academy of Management Conference, Chicago, IL.
- McAlpine, K.** (2018, August). Flexible work and the effect of informal communication on idea generation and innovation. Paper at the 2018 Academy of Management Conference, Chicago, IL.
- McAlpine, K.**, Bell, B., Léon, E. (2018, June). The longitudinal effects of telecommuting on individual and team outcomes. Paper at the 2018 Work and Family Researchers Network Conference, Washington, DC.
- Bell, B., **McAlpine, K.**, Léon, E. (2018, May). The longitudinal effects of telework program users. Paper at the 2018 Distances in Organizations Conference, McGill University, Montréal, CAN.
- McAlpine, K.**, Bell, B., Léon, E. (2018, April). Not all telework is created equal: A closer look at the nature of telework. Poster at the 33rd Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McAlpine, K.**, Bell, B., Léon, E. (2016, June). Unpacking the context of telework: The role of team teleworking density. Paper at the 2016 Work and Family Researchers Network Conference, Washington, DC.
- Livingston, B., **McAlpine, K.**, Vanderpool, C., Hernandez, K. (2016, June). Pulling back the curtain on career negotiation and caregiving: How couples make decisions about work and family. Paper at the 2016 Work and Family Researchers Network Conference, Washington, DC.
- Kossek, E. E., Piszcsek, M., **McAlpine, K.**, Hammer, L., Burke, L. (2016, May). Filling the holes: Work schedulers as job crafters of employment practice in long-term health care. Paper at the 68th Labor & Employment Relations Conference, Minneapolis, MN.

- McAlpine, K.**, Rubineau, B., Silbey, S., Seron, C. (2016, March). Gendered peer effects on work-family conflict in male-dominated occupations. Paper at the 2016 Eastern Sociological Society Meeting, Boston, MA.
- McAlpine, K.** (2016, February). Do flexible work arrangements reduce innovation? Paper at the 2016 International Doctoral Workshop in Industrial Relations at the University of Copenhagen, Copenhagen, Denmark.
- Rubineau, B., Nishii, L., **McAlpine, K.**, Bruyère, S. (2015, October). Returns to workplace social capital for people with disabilities: Evidence from a downsizing large firm. Paper at the People & Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, PA.
- McAlpine, K.**, Bell, B., Léon, E. (2015, May). The consequences of telework: An examination of individual and contextual moderators. Paper at the 67th Labor and Employment Relations Conference, Pittsburgh, PA.
- McAlpine, K.**, Nishii, L., Bruyère, S. (2015, April). To tell or not? Disability disclosure decisions and outcomes. Poster at the 30th Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- McAlpine, K.**, Park, H., Park, H., Dragoni, L. (2014, August). Gender differences in the effectiveness of trust repair efforts of leaders. H. Park & K. McAlpine (Chairs). Symposium at the 2014 Academy of Management Conference, Philadelphia, PA.
- McAlpine, K.** (2014, June). The ripple effect of schedule control. Paper at the 2014 Work and Family Researchers Network Conference, New York City, NY.
- Kossek, E. E., Piszczek, M., **McAlpine, K.**, Hammer, L. (2014, March). Filling the holes: Work schedulers and schedule support (and control) in organizations. Paper at the 2014 Employment Relations in Healthcare Conference, New Brunswick, NJ.
- Kossek, E. E., Piszczek, M., **McAlpine, K.**, Burke, L., Hammer, L. (2013, October). Filling the holes: Work schedulers and schedule support (and control) in organizations. Paper at the People & Organizations Conference, Wharton, Philadelphia, PA.
- Livingston, B., **McAlpine, K.**, Vanderpool, C. (2013, August). Gender, gender role and crossover: How partners in dual-career couples react to work-family conflict. Paper at the 2013 Academy of Management Conference, Orlando, FL.
- Bell, B., Léon, E., **McAlpine, K.** (2013, August). The consequences of telework: An examination of individual and contextual moderators. In N. Tong & S. S. Masterson (Chairs), Symposium at the Academy of Management Conference, Orlando, FL.
- Rubineau, B., Nishii, L., Bruyère, S., **McAlpine, K.**, Dwertmann, D. (2013, July). Social capital effects of workplace accommodations. Paper at the Structuring Work in and Around Organizations workshop at the 2013 EGOS meeting, Montréal, Quebec, Canada.
- Kossek, E., Piszczek, M., **McAlpine, K.**, Hammer, L., Buxbaum, L. (2013, May). Work schedulers and schedule flexibility in organizations. In L. Hammer & S. E. Van Dyck (Chairs), Symposium at the 10th Conference on Occupational Stress & Health, Los Angeles, CA.

McAlpine, K., Park, H., Park, H., Dragoni, L. (2013, April). Gender differences in the effectiveness of trust repair efforts. Poster at the 28th Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Kossek, E.E., **McAlpine, K.**, Piszczek, M.M., Hammer, L. (2012, August). Schedule support: A new perspective on scheduling. In E.E. Kossek, M.M. Piszczek, & K. McAlpine (Chairs), Symposium at the 2012 Academy of Management Conference, Boston, MA.

TEACHING

**Partially/Fully Remote due to COVID-19*

Rutgers University, School of Business–Camden

Leading Innovation & Creativity (53:533:527:90) – MBA (online):

Spring 2019 (Response Rate: 80%): Teaching effectiveness: 4.3/5 | Course quality: 4.4/5
Spring 2020 (RR: 67%): Teaching effectiveness: 4.5/5 | Course quality: 4.5/5
Spring 2021 (RR: 62%): Teaching effectiveness: 4.2/5 | Course quality: 4.1/5
Spring 2022 (RR: 61%): Teaching effectiveness: 4.6/5 | Course quality: 4.6/5
Spring 2023 (RR: 74%): Teaching effectiveness: 4.6/5 | Course quality: 4.6/5
Spring 2024 (RR: 71%): Teaching effectiveness: 4.6/5 | Course quality: 4.6/5
Spring 2025 (RR: 62%): Teaching effectiveness: 4.3/5 | Course quality: 4.4/5
Spring 2026 (RR: 46%): Teaching effectiveness: 4.6/5 | Course quality: 4.5/5

Talent Management (52:533:463:90) – Undergraduate (online):

Fall 2018 (RR: 53%): Teaching effectiveness: 4.6/5 | Course quality: 4.5/5
Fall 2019 (RR: 56%): Teaching effectiveness: 4.2/5 | Course quality: 4.1/5
Fall 2020 (RR: 41%): Teaching effectiveness: 4.8/5 | Course quality: 4.8/5
Spring 2022 (RR: 50%): Teaching effectiveness: 4.4/5 | Course quality: 4.3/5
Fall 2022 (RR: 62%): Teaching effectiveness: 4.6/5 | Course quality: 4.7/5
Spring 2023 (RR: 38%): Teaching effectiveness: 4.6/5 | Course quality: 4.4/5
Fall 2023 (RR: 44%): Teaching effectiveness: 4.7/5 | Course quality: 4.4/5
Spring 2024 (RR: 44%): Teaching effectiveness: 4.4/5 | Course quality: 4.2/5
Spring 2025 (RR: 31%): Teaching effectiveness: 3.8/5 | Course quality: 3.8/5
Spring 2026 (RR: 33%): Teaching effectiveness: 4.5/5 | Course quality: 4.2/5

Talent Management (52:533:463:01) – Undergraduate (in-person):

Spring 2019 (RR: 59%): Teaching effectiveness: 4.3/5 | Course quality: 4.2/5
Fall 2019 (RR: 49%): Teaching effectiveness: 4.1/5 | Course quality: 4.0/5
Spring 2020* (RR: 57%): Teaching effectiveness: 4.5/5 | Course quality: 4.3/5
Fall 2020* (RR: 30%): Teaching effectiveness: 4.2/5 | Course quality: 4.5/5
Spring 2021* (RR: 44%): Teaching effectiveness: 4.3/5 | Course quality: 4.5/5
Fall 2022 (RR: 50%): Teaching effectiveness: 5.0/5 | Course quality: 4.8/5
Fall 2023 (RR: 73%): Teaching effectiveness: 4.8/5 | Course quality: 4.5/5

Independent Study in Human Resources (52:533:487:01) – Undergraduate (in-person): Spring 2024

Michigan State University, School of Human Resources and Labor Relations

Research Methods and Analysis (HRLR315) – Undergraduate (in-person):

Spring 2018 (RR: 67%): Instructor rating: 4.4/5
Fall 2017 (RR 83%): Instructor rating: 4.6/5

Cornell University, School of Industrial and Labor Relations
Work, Family, and Organizations (ILRHR4655) – Undergraduate (in-person):
 Spring 2015 (RR: 61%): Instructor rating: 4.7/5

HONORS, AWARDS, AND GRANTS

2026	Best Reviewer of The Year Award (2025-2026), <i>Human Resource Management</i>
2026	Teaching Innovation Grant, Rutgers School of Business-Camden
2026	Chancellor's Award for Outstanding Research & Creative Activity, Rutgers University-Camden
2026	Faculty Excellence in Research Award, Rutgers School of Business-Camden
2025	ECONtribute Cluster of Excellence Fellow, University of Cologne, Germany
2024	New Jersey "Bright Ideas" Award, one of the 10 intellectual contributions having the greatest impact on business practice and/or advancing knowledge in the discipline of all business faculty publications in the State of New Jersey
2023	Chancellor's Award for Teaching Excellence, Rutgers University-Camden
2023	Teaching Innovation Award, Rutgers School of Business-Camden
2021 – 2026	Summer Research Grant, Rutgers School of Business-Camden
2019	Digital Teaching Fellow, Rutgers University-Camden
2018	Best Dissertation Paper Award, GDO Division, Academy of Management
2018	Early Career Fellow, Work and Family Researchers Network
2013 – 2016	Travel Grant, Cornell Center for Advanced Human Resources, Cornell University
2012 – 2016	Travel Grant, ILR School, Cornell University
2012 – 2016	Travel Grant, Graduate School, Cornell University
2015	Benjamin Miller Fellowship Winner, ILR School, Cornell University
2014	Junior Scholar Award, Work and Family Researchers Network
2014	Benjamin Miller Fellowship Finalist, ILR School, Cornell University
2014	Service Award, GDO Division, Academy of Management
2013 & 2014	Best Reviewer Award, GDO Division, Academy of Management
2010	Michael L. Moore Endowed Student Leadership Award, SHRLR, MSU
2010	Graduate Office Fellowship, Michigan State University
2010	Study Abroad Scholarship to China, Michigan State University
2009	Shell Scholarship, SHRLR, Michigan State University
2009	Donald VanLiere Prize, Distinguished Research in Psychology, Kalamazoo College
2009	Donald VanLiere Prize, Distinguished Coursework in Psychology, Kalamazoo College
2009	Lucinda Hinsdale Stone Prize for Impressive Scholarship and Research in Women's Studies, Kalamazoo College
2009	Senior Leadership Award, Kalamazoo College
2009	Honors in Psychology Major (1 of 3 recipients), Kalamazoo College
2008	Honors, Senior Individualized Project (1 of 3 recipients), Kalamazoo College
2008	Field Internship Student Research Grant, Kalamazoo College
2005 – 2009	Dean's List, Kalamazoo College
2005 – 2009	Honors Scholarship, Kalamazoo College
2006	First-Year Prize in Psychology, Kalamazoo College

UNIVERSITY SERVICE

2026 –	Member, Search Committee for Rutgers University-Camden Chancellor
2025 –	Member, Business Honors Advisory Committee, Rutgers School of Business-Camden
2025	Member, Camden Campus Implementation Committee, Academic and Workplace Behaviors and Environment Survey (AWBES), Rutgers University-Camden
2024 –	Member, Summer Research Grants Committee, Rutgers School of Business-Camden
2023 – 2025	Member, AoL and Continuous Improvement Committee, Rutgers School of Business-Camden
2024	Member, Chancellor’s Awards for Teaching Excellence Committee, Rutgers-Camden
2023 – 2024	Member, Online Learning Task Force, Rutgers School of Business-Camden
2022	Member, HR/OB Tenure-Track Search Committee, Rutgers School of Business-Camden
2020 – 2023	Member, Strategic Planning Committee, Rutgers School of Business-Camden
2020 – 2023	Member, Faculty Awards Committee, Rutgers School of Business-Camden
2020 – 2021	Member, HHMI Driving Change Grant Committee, Rutgers University-Camden
2018 – 2020	Member, Teaching Committee, Rutgers School of Business-Camden
2018	Member, Master’s Program Admissions Committee, School of Human Resources and Labor Relations, Michigan State University
2017 – 2018	Member, Undergraduate Curriculum Committee, School of Human Resources and Labor Relations, Michigan State University
2017	PhD Student Representative, Social Sciences External Review, Cornell University
2015 – 2016	Member, Research Excellence Committee, ILR School, Cornell University
2010 – 2011	President, MSU Chapter, Society for Human Resource Management (SHRM)
2007 – 2009	Student Director, Stephanie Vibbert Women’s Leadership Research Center, Kalamazoo College

PROFESSIONAL SERVICE

2019 – 2024	Committee Member, Work-Family Researchers Network Membership Committee
2019 – 2020	Committee Member, GDO Best Student Paper Award, AOM
2015 & 2019	Committee Member, GDO Best Paper Based on a Dissertation Award, AOM
2018 – 2019	Committee Member, HR Best Student Paper Award, AOM
2014 – 2016	Editorial Assistant, <i>Personnel Psychology</i>
2013 – 2016	Student Representative, HR Division, AOM
2013 – 2014	Associate Editor, 2014 GDO Scholarly Program, AOM
2012 – 2013	Division Chair Assistant, 2013 GDO Professional Development Program, AOM
2012 –	Reviewer, HR, OB, GDO/DEI Divisions, AOM

REVIEWING

Editorial Board Member

Human Resource Management

Journal of Organizational Behavior

Ad-hoc Reviewer

British Journal of Industrial Relations

Community, Work, & Family

Human Resource Management

Human Resource Management Journal

International Journal of Human Resource Management

Journal of Applied Psychology

Journal of Management Studies

Journal of Occupational and Organizational Psychology

Journal of Organizational Behavior

Organization Science

Personnel Psychology

Work & Occupations

MEMBERSHIPS

Academy of Management (AOM)

Work and Family Researchers Network (WFRN)

Society for Industrial/Organizational Psychology (SIOP)

Labor & Employment Relations Association (LERA)

Society for Human Resource Management (SHRM)

Phi Beta Kappa, National Honor Society for Outstanding Liberal Arts Graduates

Phi Beta Delta, National Honor Society for Scholarly Achievement in International Education